

## **Report to Joint Consultative and Safety Committee**

**Subject:** Information item: Minor changes to the Establishment agreed outside the formal full JCSC process (Standing Item).

**Date:** 24 May 2016

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### **1. Purpose of the Report**

This is a standing information item highlighting to the Committee any minor changes to the Establishment proposed by the Senior Leadership Team for implementation outside the formal full JCSC process but following consultation with trade unions. Such minor changes will not have wide organisational impact and will be authorised for implementation by the Chief Executive under delegated powers.

It is important to note that prior to the minor changes being implemented, trade unions will still need to be consulted locally. Should there ever be concerns raised during this consultation about any proposal made, the matter would be taken out of this “shortened process” and placed before the Joint Consultative Committee for full consideration.

### **2. Summary of proposals**

There is one minor staffing proposal that has been considered by Senior Leadership Team outside the full JCSC framework. This report was fully supported by trade unions.

- Due to the garden waste rounds now being at capacity and an increase in new homes spread across the borough, the Service Manager for Waste proposed the creation of two new full time loader posts to ensure a full complement of staff is available each day to provide the service.
- Although there has also been acquisition of a new refuse freighter, within the existing structure there is currently a driver available and so no new driving posts needed to be created.
- The additional vehicle should alleviate the growth of new builds for up to 2 years but this will be monitored and reviewed on a regular basis and will depend on the rate of development on two main sites, namely Spring Lane and Top Wighay which will each constituent a round of their own when completed.

### **3. Recommendation**

The Committee is asked to note this report.